

Jurisdictional Class: Competitive
Adopted: June 13, 2001
Revised: July 30, 2010

SENIOR STAFF NURSE

DISTINGUISHING FEATURES OF THE CLASS: The work involves responsibility for supervising and providing professional nursing services in a Nursing Home facility requiring substantial specialized judgment and skills in accordance with a prescribed nursing care plan. The work is performed under the general supervision of the Director of Nursing with leeway allowed in the exercise of independent judgment in carrying out the details of the job. The incumbent may supervise Licensed Practical Nurses and auxiliary nursing staff, and monitor facility operation in the absence of administrative management staff. The incumbent does related work as required.

TYPICAL WORK ACTIVITIES: (Illustrative only)

Assesses the physical, psychological, and social needs of residents and prepares, implements, and evaluates the nursing care plan including Resident Assistance Protocols (RAPs), Triggers, and Quality Indicators;
Oversees the formulation and maintenance of comprehensive individualized multi-disciplinary care plans and supervises/coordinates the completion of Data Set assessments per New York State and Health Care Financing Administration (HCFA) guidelines;
Determines Medicare coverage for all residents admitted/readmitted following federal guidelines;
Responsible for completion and maintenance of the Resident Census and Condition Report Form required by the New York State survey team;
Supervises Licensed Practical Nurses and auxiliary nursing staff;
Provides skilled nursing care and prescribed treatments to residents and demonstrates nursing care to residents and families;
Identifies physical and emotional illnesses of residents through observation and analysis of records;
Supervises and coordinates resident care plans with nutritionists, social workers, physical therapists, physicians, and other professional health workers;
Assists in team problem solving to improve care of residents;
Maintains essential nursing care records and reports;
Acts as a resource person regarding resident care in clinical practice and orientation of new employees;
Evaluates staff performance through objective assessment of care outcomes and initiates disciplinary action as indicated;
May be required to teach CPR and/or the state approved CNA training if possessing the required training and/or certification.

FULL PERFORMANCE KNOWLEDGE, SKILLS, ABILITIES & PERSONAL CHARACTERISTICS:

Thorough knowledge of current professional nursing practices;
Good knowledge of the philosophy, objectives, and goals of the nursing department;
Skill in the application of current nursing procedures and techniques of resident care;
Ability to establish and maintain cooperative working relationships;
Ability to plan and coordinate nursing care for individuals and groups and to supervise personnel assigned to assist with this care;
Ability to communicate effectively both orally and in writing;
Ability to accept and utilize guidance;
Ability to perform duties in accordance with the American Nursing Association Code for Professional Nurses;
Ability to assess responsibility and accountability for individual nursing judgment and actions.

Senior Staff Nurse

MINIMUM QUALIFICATIONS: Completion of a course of study approved by the New York State Education Department to practice as a Registered Professional Nurse and two (2) years of experience as a Registered Professional Nurse or Staff Nurse which shall have included experience in care plan development and resident care assessments.

SPECIAL REQUIREMENTS: Possession of a valid permit or license issued by the New York State Education Department to practice as a Registered Professional Nurse.